

**YOUR RIGHTS UNDER
TITLE VI
OF THE CIVIL RIGHTS
ACT OF 1964**

**Blacksburg, Christiansburg,
Montgomery Area
Metropolitan Planning
Organization**

**YOUR RIGHTS UNDER
TITLE VI
THE CIVIL RIGHTS
ACT OF 1964**

Complaint forms can be obtained
at the MPO office or on the
MPO website.

Blacksburg, Christiansburg,
Montgomery Area MPO

755 Roanoke Street, Suite 21
Christiansburg, VA 24073

Phone: (540) 394-2145
Fax: (540) 394-7137

Email:
brughjd@montgomerycountyva.gov

Website:
www.montva.com/mpo



"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

FAQ—How to file a complaint.

What information do I include in the complaint?

1. Your name, address and telephone number. If you are filing on behalf of another person, include their name, address, telephone number and your relation to that person (e.g., friend, attorney, parent, etc.)
2. The name and address of the agency, institution department and/or persons you believe discriminated against you.
3. Your signature.
4. A description of how, why and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination.
5. The names of any persons, if known, that the investigative agency could contact for additional information to support or clarify your allegations.

What will the MPO do with my complaint?

Once a complaint is filed, the MPO will forward the complaint to the Federal Highway Administration to determine whether the MPO has jurisdiction to investigate the issues you have raised. If it is determined that the MPO has jurisdiction, the allegations will be investigated and resolved.

What will happen if the recipient retaliates against me for asserting my rights or filing a complaint?

A recipient is prohibited from retaliating against you or any person because he or she reported an unlawful policy or practice, or made charges, testified or participated in any complaint action under Title VI.

If you believe you have been retaliated against by the MPO, you should immediately contact the federal agency that provides funding for the program where you believe the discrimination is occurring. Filing a complaint with the MPO does not prevent an individual from seeking remedy through other sources.

Other discrimination complaints that may be reported to the MPO under Title VI:

- Age Discrimination
- Discrimination or denying the accessibility to qualified individuals with disability in the services, programs, and activities of state and local government, sub-recipients, consultants, and contractors;
- Discrimination based on sex.

Contractors and subcontractors that contract with the MPO must provide nondiscrimination and equal opportunities to all employees. If you feel that you have been discriminated against under Title VI or any of the above statutes, contact the MPO.

Please contact the MPO if you need this document in an alternate format.

Title VI

Information & FAQ

This brochure is designed to give you information on the MPO's commitment to nondiscrimination and equal opportunity.

Title VI Policy

The Blacksburg, Christiansburg, Montgomery Area Metropolitan Planning Organization (MPO) is committed to ensuring nondiscrimination and equal opportunity. The MPO guarantees that as a recipient of federal-aid funding, we will ensure nondiscrimination in all of our programs and activities whether or not those programs and activities are federally funded. Efforts to prevent discrimination will address, but not be limited to, a program's impact upon access, benefits, participation, treatment, services, contracting opportunities, training opportunities, investigation of complaints, allocation of funds, prioritization of projects and the functions of planning project development.

Authority

The main authorities for Title VI compliance and enforcement are the Civil Rights Act of 1964, as amended, and the Civil Rights Restoration Act of 1987. However, other statutes, laws, regulation and Executive Orders have also provided guidance for the effective implementation of the objectives of Title VI. These include: Federal-aid Highway Act of 1973; Section 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Age Discrimination Act of 1975; the Uniform Relocation Act of 1970; Executive Orders 12898 and 13166.

Title VI Compliance:

Title VI compliance is the implementation of all the Title VI requirements or demonstrating that every good faith effort has been made toward achieving this end.

Federal-Aid Recipients:

Federal-aid recipients are entities, individuals or groups that receive federal-aid funding either directly or indirectly.

Programs:

Programs are highway projects or activities that provide services, financial-aid, or other benefits to individuals. This includes education or training, work opportunities, health, welfare, rehabilitation, housing or other services, whether provided directly by the MPO or other agents, through contracts or other arrangements with the recipient.

What is Title VI?

Title VI of the Civil Rights Act of 1964, as amended, is the federal law that protects individuals from discrimination on the basis of their race, color, national origin, sex, age, or disability in programs that receive federal financial assistance.

Title VI Information:

Nondiscrimination programs require that the MPO as a federal-aid recipient, and its sub-recipients and contractors prevent discrimination and ensure nondiscrimination in all of their programs and activities.

Title VI Coverage:

Approximately 30 federal agencies provide federal financial assistance in the form of funds, training, technical and other assistance to state and local governments, nonprofit and private organization.

As a recipient of federal assistance, the MPO must manage programs and deliver benefits and services to individuals (known as "beneficiaries"), in a nondiscriminatory manner to achieve the goals of the federal legislation that authorizes the program. Title VI responsibilities addressed by the MPO are in the planning or project study areas.

What discrimination does Title VI prohibit?

There are many forms of discrimination based on race, color, national origin, sex, age or disability that can limit the opportunity of individuals to gain equal access to services and programs. In operating federally assisted programs, a recipient cannot discriminate either directly or through contractual means by:

Denying program services, financial aids, or benefits;

Denying person opportunity to participate in the program through the provision of services;

Denying a different service, financial aid, or benefit, or provide them in a manner different than they are provided to others; or

Subjecting a person to segregation or separate treatment in any manner related the receipt of any service, financial aid, or other benefits under the program.

Who may file a Title VI complaint?

A complaint may be filed by any individual or group that believes that their rights under Title VI have been violated in a discriminatory manner, their department's programs or activities do not comply with federal civil rights laws or they have been treated in a disparate manner.

Discrimination:

Discrimination under Title VI of the Civil Rights Act of 1964, as amended, and other nondiscrimination

authorities, is an act (action or inaction), whether intentional or unintentional, through which a person, solely because of race, color, national origin, sex, age or disability has been otherwise subjected to unequal treatment or impact, under any program or activity receiving financial assistance.

Disparate Treatment:

Disparate treatment is the inconsistent and disparate application of rules and policies to one group of people over another group. Discrimination may result when rules and policies are applied differently to members of the protected groups.

How can I file a discrimination complaint?

Each federal agency that provides federal financial assistance is responsible for investigating complaints of discrimination based on race, color, national origin, sex, age or disability in the use of its funds. If you believe that you or others protected by Title VI have been discriminated against by the MPO, you may file a complaint with the federal agency that provides the respective funding for that program or at the MPO.

COMPLAINTS FILED WITH THE MPO SHOULD BE DIRECTED TO:

Blacksburg, Christiansburg,
Montgomery Area MPO

755 Roanoke Street, Suite 2I
Christiansburg, Virginia 24073

540-394-2145

TTY/TDD statewide
711